

SIXTEENTH CONGRESS OF THE REPUBLIC  
OF THE PHILIPPINES  
Third Regular Session



Senate  
Office of the Secretary

16 FEB -1 P3:23

SENATE  
S. No. 3203

RECEIVED BY: 

Introduced by Senator Miriam Defensor Santiago

AN ACT  
DIRECTING THE SECRETARY OF THE DEPARTMENT OF LABOR AND  
EMPLOYMENT TO REVISE REGULATIONS CONCERNING THE RECORDING  
AND REPORTING OF OCCUPATIONAL INJURIES AND ILLNESSES

EXPLANATORY NOTE

The Labor Code of the Philippines, Book 4, Chapter 2, Article 162, provides:

Article 162. *Safety and health standards.* – The Secretary of Labor and Employment shall, by appropriate orders, set and enforce mandatory occupational safety and health standards to eliminate or reduce occupational safety and health hazards in all workplaces and institute new, and update existing, programs to ensure safe and healthful working conditions in all places of employment.

This bill directs the Secretary of the Department Labor and Employment to revise the regulations concerning the recording and reporting of occupational injuries and illnesses on a particular work site, which will consequently produce more useful injury and illness records, collect better information about the incidence of occupational injuries and illnesses, and promote improved employee awareness and involvement in the recording and reporting of job-related injuries and illnesses.

When employers and employees are both aware of workplace hazards, and they participate in the identification and control of work hazards, the overall level of safety and health in the workplace improves.<sup>1</sup>

  
MIRIAM DEFENSOR SANTIAGO

<sup>1</sup> This bill was originally filed during the Fifteenth Congress, First Regular Session.

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*Be it enacted by the Senate and the House of Representatives of the Philippines in  
Congress assembled:*

1 SECTION 1. *Definition of Terms.* – For purposes of this Act, the term:

2 (A) “Secretary” refers to the Secretary of the Department of Labor and  
3 Employment (DOLE); and

4 (B) “Site-controlling employer” refers to the employer that has primary control  
5 over the work on a particular work site and supervises the employees on a day-to-day  
6 basis on a particular work site.

7 SECTION 2. *Recording and Reporting of Occupational Injuries and Illnesses.* –

8 Not later than 180 days after the date of effectivity of this Act, the Secretary shall revise  
9 the regulations in Presidential Decree No. 442, otherwise known as the Labor Code of the  
10 Philippines, Book 4, Chapter 2, Articles 162 to 165, concerning the recording and  
11 reporting of occupational injuries and illnesses, to require site-controlling employers to  
12 keep a site log for all recordable injuries and illnesses occurring among all employees on  
13 the particular site, whether such employees are employed directly by the site-controlling  
14 employer or are employed by contractors or temporary help or employee leasing services.

1       SECTION 3. *Separability Clause.* – If any provision of this Act is held invalid or  
2   unconstitutional, the same shall not affect the validity and effectivity of the other  
3   provisions hereof.

4       SECTION 4. *Repealing Clause.* – All laws, decrees, orders, and issuances, or  
5   portions thereof, which are inconsistent with the provisions of this Act, are hereby  
6   repealed, amended or modified accordingly.

7       SECTION 5. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after  
8   its publication in the *Official Gazette* or in two (2) newspapers of general circulation.

Approved,

/ml15Dec2015